

**SUMMARY FORM**  
**COLLECTIVE BARGAINING AGREEMENT**  
**POLICE AND FIRE**

Public Employer: Borough of Little Ferry Employee Organization Borough of Little Ferry

Base Year Contract Term: 1/1/2007 12/31/2012 New Contract Term 1/1/2012 12/31/2014

Synopsis of Settlement/ Award/Recommendation: 1%, 2%, 2.5% raise for each year. Longevity at 9% at twenty-fourth year. Greater steps for new hires for raises and longevity payments. Twenty-four pay periods instead of twenty-six

**N.J.S.A. 34:13A-16.7(a):** Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs.

	<b><u>BASE YEAR</u></b> <b><u>(previous agreement)</u></b>	<b><u>NEW BASE YEAR</u></b> <b><u>(successor agreement)</u></b>	<b><u>INCLUDED IN NEW BASE</u></b>			
			<b><u>Economic</u></b>		<b><u>Non-Economic</u></b>	
Salary:	<u>\$37,662.00</u>	<u>\$33,426.00</u>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Increment:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
% Increase:	<u>0.00%</u>	<u>0.00%</u>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Avg. Yield						
per person in dollars:	<u>\$12,000.00</u>	<u>8000</u>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Uniforms:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Boot/Shoe:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Longevity:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Holiday Pay:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Shift Differential			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Overtime:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Stipends:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Bonuses:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Education:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
EMT:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Other*:			Yes <input type="checkbox"/>	No <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

\* Additional Costs: (please list on separate sheet & include in total)

**Medical:** Medical Costs are not included in the base salary but must be included in the analysis as part of the summary

Contributions:	<u>As per contract and agreements</u>	<u>As per State law</u>
Cost of Health		
Prescription		
Dental:		
Vision:		

**NEW AGREEMENT ANALYSIS**

Effective Date	<u>Year</u>	<u>Year</u>	<u>Year</u>	<u>Year</u>
% Increase	<u>1.00%</u>	<u>2.00%</u>	<u>2.50%</u>	<u>0.00%</u>
Avg. Yield (p/p*)	<u>3000</u>	<u>3200</u>	<u>3300</u>	
Cost of Increase/:				
Impact of Settlement:				
Percentage Impact:	<u>1.00%</u>	<u>2.00%</u>	<u>2.50%</u>	<u>0.00%</u>
Actual dollar Impact:	<u>\$70,000.00</u>	<u>\$80,000.00</u>	<u>\$75,000.00</u>	<u>\$0.00</u>
TOTAL BASE SALARY				
AT END OF EACH YEAR				

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Prepared by: Michael Capabianco  
Print Name [Signature]  
Signature [Signature]

Title: Borough Administrator  
Date: 2/6/2012